

Executive Coaching

Public, private or voluntary organisations are having to respond to complex, competitive and ever changing environments if they are to survive and successfully deliver their core purpose. This brings particular challenges to the roles and performance of managers, senior leaders, directors and board members who have an important responsibility for leading organisations and ensuring that they thrive and prosper.

We provide one to one executive coaching to leaders and managers in a wide variety of organisations. Interventions can range from:-

- Short term focused support e.g. in taking over a new role, in handling a difficult period of transition, determining goals and strategies and skills to achieve these
- Longer term support on a regular basis as part of strategic leadership and organisation development

Our approach is forward looking and goal orientated and aims to improve the performance, learning and development skills of the client. Our purpose is to provide a process which helps clients define for themselves what they want, become aware of previously unknown options and choices and translate these into action. We support (and challenge!) individuals in reaching their performance and learning goals and in the long term enable clients to embed a level of competence that enables individuals to deal with challenges as and when they arise.

Each coaching arrangement is as individual as the client. The core principles underpinning any approach are creating safety, openness and trust; increasing self awareness, confidence and providing challenge and alternative perspectives ; helping clients notice how they might get in their own way from time to time; encouraging clients to identify and act on realistic options and solutions to increase their overall effectiveness:

Our client base includes board members, chief executives, directors, senior managers, team leaders and high potential leaders in the public, private and third sectors.

Our coaches are typically accredited to use a range of personality profiles and psychometrics and have undergone accredited training and development as coaches. To ensure they keep their own practice up to date they benefit from receiving regular coaching supervision.

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